



**Training and work
opportunities for
people with learning
disabilities**

**Hyffoeddiant a
chfleon gwaith I
bobol ag anabledd**



Building to meet tomorrows needs

2009 - 2010 Annual Review

www.vision-twentyone.com

Registered Company: 3045325

Registered Charity: 1046097



Our Vision and Values

What we stand for:

We aim to provide positive days by caring about our learners, staff and volunteers, who we treat with respect, fairness, consideration and dignity - allowing time and space for people to reach their full potential - helping them to improve their lives.

We are learner centred and work to build learner's self esteem and confidence through individualised real working-life experiences.

We consult and share our knowledge, experience and principles with social

workers, educational psychologists, clinicians, teachers, lecturers, careers advisors, parents and carers to identify and consolidate the best learning experiences for our students and staff.

We constantly strive to improve the performance of the organisation through two - way communication and actively seek to provide sustainability through everything that we do.

We implement practical solutions that deliver Government Policy.



Students working in Cafe Cegin Fach



Our Projects

Catering

Fieldway Kitchen
Café Gegin Fach
Café a La Carte
Belle Vue Tea Rooms (Newport)

Horticulture

Oaks Garden Centre
Fairwater Community Garden
Roots Allotment (Bettws)

Woodwork

Fieldway Workshop Skomer Road Workshop (Vale)

Pottery - Fairwater Pottery

ICT - Fieldway ICT suite

Retail - The Vision 21 Gift Shop (Albany Rd)

TAM - Training & Mentoring Scheme

Creative Choices - Arts, crafts & creative arts

Card Project - Hand-made card making

Animal Care - Cefn Mably Farm Park

Sbectrwm - Community Enterprise Centre

- **We believe** everyone has value and should be respected for their individual contribution.
- **We aim** to provide a non discriminatory workplace with high ethical standards.
- **We believe** everyone with a disability should have access to a wide range of quality training opportunities designed and delivered to maximise their potential for responsible citizenship and progression into real jobs in the community.
- **We believe** our staff are our most valuable asset and aim to encourage and support them to realise their full potential.
- **We aim** to provide quality environments for people to learn in, work in and visit.
- **We believe** regular monitoring and evaluation of all our activities to be intrinsically vital as a key driver to improve performance, identify service gaps and potential developments.
- **We believe** in developing and promoting our environmental policy across the organisation and supporting energy saving and reduction initiatives wherever possible.
- **We remain** committed to Fulfilling the Promises – the Welsh Assembly Government's strategy for people with a learning disability that built upon the achievements of the 1983 All Wales Strategy for the delivery of support services.

Joint letter from the Chair and Director

This report covers the financial year ended 31st March 2010.

Updates of Vision 21's work are available and can be viewed on our website, where you will be kept informed about our impressive continued growth and development.

Celebrating 22 years of development and influence in the field of disability, we enter a phase of real challenges and opportunity. The current economic climate remains high on the agenda and our ability to remain forward thinking and responsive "partners" will continue to influence our future development.

As a highly respected organisation we continue to go beyond the rhetoric by "doing the doing" and as a result remain a major vocational training provider, while assisting in the development of the social enterprise economy.

We continue to be both impressed and delighted with the very high standard of vocational training and the personal

approach which has always been at the core of Vision 21 (Cyfle Cymru). We are forever inspired by the enthusiasm and commitment of students and our exceptional staff and volunteer team. The energy, determination and willingness of our staff, students and volunteers make ongoing learning within Vision 21 (Cyfle Cymru) a real recipe for success.

We are very fortunate to have a low turnover of staff and we realise that they are our greatest asset. We have continued to offer ever-increasing personal professional development opportunities for our staff team. We now employ over 60 staff and have 33 volunteers. As always, the needs of our students remain paramount in everything we do. Their individual training requirements are at the heart of an organisation that was recently described as being "extraordinary by being ordinary".



Achievements and Performance

Still celebrating our history of achievements over the past 22 years and looking forward to the future, Vision 21 (Cyfle Cymru) maintains, as always, its core values and principles that will continue to guide our aims and objectives for the coming years.

Our report for last year 2008 / 2009 stated a clear vision for the future that included:

- Developing services across Wales in response to identified need.
- Continue to be "leading edge" in our developments.
- Encouraging individuals to lead full and valued lives within their communities.
- Providing vocational training in "real" working environments.
- Challenging and influencing local and national agendas to influence positive change for people with a learning need.
Promoting the benefits of the social model of disability.

Many other local authorities across Wales and indeed beyond have been keen to develop similar services to those offered by Vision 21 (Cyfle Cymru) and we have continued to share our experiences and models of best practice with others e.g. we have supported the London Borough of Ealing in their reconfiguration of day services and have supported the development of five social

enterprise initiatives. We have welcomed many visitors to our enterprises as a "seeing is believing" awareness method of learning by example.

Through the year student progression has increased, improvements have been made to the innovative training we provide and there has been the introduction of a standardisation programme that is further impacting on the consistency and quality of provision. Through the development of community based projects across Cardiff, the Vale of Glamorgan and Newport we continue to offer training in a variety of fields including ICT, retail, catering, horticulture, woodworking, pottery, craft and training and mentoring. We deliver enjoyable, interesting, challenging and relevant training programmes within realistic work-based settings that are easily accessible and inclusive.

Vision 21 (Cyfle Cymru) continues to place students at the heart of everything we do with an emphasis on community based learning that is measured and accredited. This provides the following outcomes for students:

- Making a real contribution to society
- Enhanced social status
- Greater choice and control over their lives
- Purpose and structure to daily living
- Social links to the community
- Supporting personal choice
- Enabling individuals to plan for their futures through goal setting and aspirations.
- Providing access to information technology.

Vision 21 (Cyfle Cymru) has continued to challenge and indeed influence local and national agendas. We are part of the Local Planning Group for Learning Disabilities within Cardiff and our Director is also on the Board of the Development Trust Association. We are part of the Learning Disability Wales "Access to Employment" group that is striving to improve services for students with disabilities through lobbying and informing strategic thinking at a local, all Wales and national level.



Vision 21 (Cyfle Cymru) maintained its recognition as an Investor in People in April 2009. We have chosen the I.I.P. frequent review process to enable regular external assessments of our continuous improvement plans. Our main achievements during the period against

the standards included, stronger performance management through the introduction of Key Performance measures and we have also introduced Project Management Training for those responsible for the day to day operational functions of the organisation.



We have been very fortunate to have benefited from many volunteers giving freely of their time to support the work of Vision 21 (Cyfle Cymru). Indeed we have invested in a part time Volunteer Coordinator to both attract and support volunteers within the organisation. As of March 2010 there were 33 volunteers across all our projects. Most will work for one day each week on a regular basis and their contribution to the training of our

students is invaluable. They are able to share their time and skills and in return we offer all the training required plus a unique experience. All volunteers provide very practical "hands on" support to our students across our many and varied projects. We have registered as an Investor in Volunteering and will hopefully increase the number of volunteers making such a valuable contribution to the organisation.

Eight years on, Sbectrwm Community Enterprise Centre in Fairwater Cardiff, has become something of a flagship for Vision 21 (Cyfle Cymru) and is now a well established self-sustaining, vibrant community resource: Many visitors from all over the country, parts of Europe and Asia have been inspired by the ethos, quality and sense of inclusion that Sbectrwm offers. Many have replicated the model and its wider 'educational' influence is far reaching. As a community facility it has few equals with over 46,000 people using this inspiring community facility each year.



Angela Jones-Evans MP, & Baroness Warsi being shown round Sbectrwm by Mary Harris

Vision 21 (Cyfle Cymru) continues to attempt to consolidate whilst also constantly improving our existing projects. With the current economic climate hitting all sectors we realise that funding is tight for local authorities and we are always looking at long term sustainability issues and the need to be less dependant on grant funding. We are encouraging all sectors to take responsibility for the needs of those who are disadvantaged within our society. This must include the voluntary, public and private sectors working closer to meet an ever increasing demand for "service" provision.

We continue to grow as an organisation with our primary aim to provide a range of training options across 16 varied projects. We currently offer more than 350 student sessions a week, while continuing to adhere to our ethos and principles that each student be treated with absolute dignity and respect.

A major issue for Vision 21 (Cyfle Cymru) this year has been the financial impact of protracted and substantial delays with regard to new rounds of European funded programmes. It was anticipated that funding would be released by the middle of 2009. In fact by the end of this financial year we are still waiting.

As always the needs of our students are paramount in everything that we do. There are indeed challenging times ahead and we will continue to grow as we strive to offer a wide range of choices, opportunities and life experiences for our students.

We would like to thank all those organisations and individuals who have continued to support the work of Vision 21 (Cyfle Cymru) through service contracts, grants or donations. In particular Cardiff Social Services who have been exceptional partners over 22 years of operation.

As an organisation we make a strong commitment to take positive steps to reduce our im pact on the environment and to raise awareness of the needs to adapt to the growing demands of climate change on our environment.

Vision 21 (Cyfle Cymru) owes much to the trustees, both past and present, who have offered sound and skilled advice in guiding this organisation through times of exciting change and continuous development.

Our gratitude must also go to all staff, volunteers and committee members who continue to play such an influential role in the development and success of Vision 21 (Cyfle Cymru)

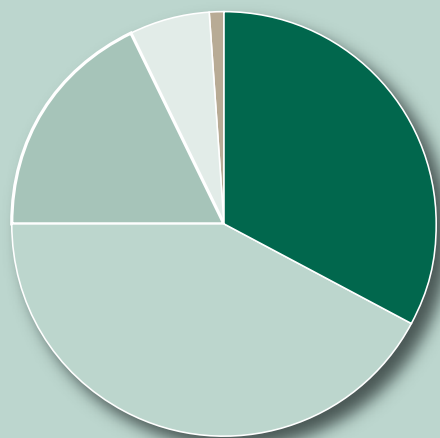
It remains a real privilege and pleasure to be part of such a progressive, influential and respected organisation.

Alan Pursell
Chair

Barry Shiers M.B.E.
Director



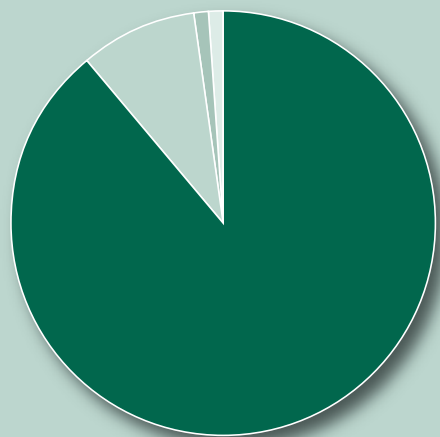
Where our money came from...



	Grants receivable £447k (33%)
	Student training fees £558k (42%)
	Primary purpose trading £241k (18%)
	Rent £77k (6%)
	Other income £14k (1%)

Total income
£1,337k

...and how we spent it



Charitable activities

	Student training £1,303k (89%)
	Sbectrwm Community Centre £132k (9%)

Total spending on charitable activities
£1,435k (98%)

Other expenditure

	Generating voluntary income £20k (1%)
	Governance £12k (1%)

Total expenditure
£1,467k

Balance Sheet as at 31 March 2010

	2010 (£'000)	2009 (£'000)
Fixed Assets	737	775
Net Current Assets	503	595
Long Term Liabilities	(31)	(31)
NET ASSETS	1,209	1,339
Represented by:		
Restricted Income	721	744
Unrestricted Income	488	595
TOTAL FUNDS OF THE CHARITY	1,209	1,339

This summary may not contain sufficient information to allow for a full understanding of the financial affairs of the Charity. Copies of the full financial statements and the auditors' report on the financial statements can be obtained from the Finance Department, Vision 21 (Cyfle Cymru), Unit 12, Fieldway, Heath, Cardiff, CF14 4HY.

Independent Auditors' statement to the Trustees of Vision 21 (Cyfle Cymru):

We have examined the summarised financial statements of Vision 21 (Cyfle Cymru).

Respective responsibilities of Trustees and Auditors:

The Trustees are responsible for preparing the summarised financial statements in accordance with the recommendations of the charities' SORP*. Our responsibility is to report to you our opinion on the consistency of the summarised financial statements and Trustees' Annual Report. We also read the other information contained in the Annual Report and consider the implications for our report if we become aware of any apparent misstatements of material inconsistencies with the summarised financial statements.

Basis of opinion:

We conducted our work in accordance with Bulletin 1999/6 "The auditors' statement on the summary financial statements" issued by the Auditing Practices Board for use in the United Kingdom.

Opinion:

In our opinion the summarised financial statements are consistent with the full financial statements and the Trustees Annual Report of Vision 21 (Cyfle Cymru) for the year ended 31 March 2010. We have not considered the effects of any events between the date on which we signed our report on the full financial statements and the date of this statement.

David Green
Haines Watts Wales LLP
Chartered Accountants and Registered Auditors

*Statement of Recommended Practice

We are extremely grateful for the support of the following organisations who contributed to the success and development of opportunities for people with learning disabilities at Vision 21 (Cyfle Cymru).



The Henry Smith Charity
BBC Children in Need
Cardiff City Council
Coleg Glan Hafren
GAVO
Rank Foundation

Voluntary Action Cardiff
WCVA
Cylch
Jane Hodge Foundation
Business in the
Community

Christchurch, Llanederyn
Community Police
Environment Wales
Our thanks also to all
other small donors

Trustees

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Vision 21 (Cyfle Cymru)

Registered Charity Number: 1046097
Company Number: 3045325



www.vision-twentyone.com

22 years of celebrating our students successes



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